



NORTH EAST

INDEPENDENT SCHOOL DISTRICT

HOW TO CALCULATE THE RETENTION SUPPLEMENT 2026-2027 School Year

On June 15, 2026, the North East Independent School District Board of Trustees approved a one-time retention supplement equal to one percent (1.0%) of an employee’s annualized pay grade midpoint with a minimum supplement payment of \$250. To qualify for the supplement, an employee must have a hire date on or before October 1, 2026. The supplement amount shall be paid in one payment in November based upon the qualified employee’s completion of their 2026 fall semester work schedule¹ in good standing.

Full-time, 10-month classroom teachers who meet the above criteria will receive a \$652 retention supplement.

All other eligible employees can use the following example to determine how to calculate 1.5% incentive.

- 1) Locate your pay grade* **midpoint** (See 2026 - 2027 midpoint salary ranges on pages 3-4)
- 2) Multiply the midpoint by one percent (1.0%)
- 3) **Bi-Weekly Employees:** Multiple the amount times scheduled hours per day and scheduled workdays for your position
Monthly Employees: Multiply the amount times the percentage employed and number of scheduled workdays for your position

EXAMPLE ONLY			
	BI-WEEKLY	BI-WEEKLY	MONTHLY
	Pay Grade CO1 (Custodian)	Pay Grade I3 (Special Education Assistant)	Pay Grade A3 (Elementary Counselor)
1) Pay Grade Midpoint*	\$16.44	\$19.18	\$379.00
2) Multiply by 1.0%	<u>x 0.01</u>	<u>x 0.01</u>	<u>x 0.01</u>
	\$0.16	\$0.19	\$3.79
4) Bi-Weekly Employees: Multiple by Scheduled Hours and Workdays Monthly Employees: Multiply by % Employed and Scheduled Work Days	<u>x 2080</u>	<u>x 1424</u>	<u>x 191</u>
Retention Amount	\$332.80	\$270.56	\$723.89

¹ Any employee who receives the retention supplement and separates from employment prior to the last day of their 2026 fall work schedule will not have met the requirement to earn the retention supplement, and such employee will have then received an overpayment. For any employee who received the retention supplement and then fails to meet the requirements, the amount of the retention supplement will be deducted from their final paycheck or from their leave payout, or will otherwise be expected to reimburse the District the amount of the retention supplement.



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*To find your pay grade, log into [Employee Center](#). Select → Edit Profile → Work Assignments. Double-click on your work assignment then select Position Description. Your pay grade is identified under the Pay Schedule and Salary Grade fields. Below is a table to translate the pay schedule description to the pay grade on pages 3-4.

PAY SCHEDULE DESCRIPTION	PAY GRADE
Classified Administrative Support	C
Classified Instructional Support	I
Classified Custodial	CO
Classified Food Service	F
Classified Bus Driver	D
Classified Operations	O
Classified Police	PS
Classified Technology Support	T
Professional Administrative/Instructional	A
Professional Campus Support	CS
Professional Exempt	E
Professional Police	P
Professional Technology Support	T
Professional Educational	EP

EXAMINABLE



NORTH EAST

INDEPENDENT SCHOOL DISTRICT

PROFESSIONAL/ADMINISTRATION

2026-2027 SCHOOL YEAR

ADMINISTRATIVE/INSTRUCTION			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
A1	\$ 195.03	\$ 243.76	\$ 292.50
A2	\$ 256.02	\$ 320.01	\$ 384.03
A3	\$ 308.89	\$ 379.00	\$ 449.11
A4	\$ 319.55	\$ 392.08	\$ 464.62
A5	\$ 341.26	\$ 413.65	\$ 486.04
A6	\$ 374.00	\$ 450.48	\$ 527.19
A7	\$ 394.57	\$ 475.38	\$ 556.19
A8	\$ 416.26	\$ 501.54	\$ 586.80
A9	\$ 468.93	\$ 551.68	\$ 634.44

POLICE			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
P5	\$ 297.18	\$ 358.04	\$ 418.90
P6	\$ 445.77	\$ 537.07	\$ 628.37

TECHNOLOGY			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
T4	\$ 240.39	\$ 287.90	\$ 335.40
T5	\$ 288.44	\$ 345.47	\$ 402.50
T6	\$ 311.51	\$ 373.12	\$ 434.71
T7	\$ 342.72	\$ 410.42	\$ 478.15
T8	\$ 383.76	\$ 451.47	\$ 519.18
T9	\$ 441.26	\$ 519.18	\$ 597.11
T10	\$ 519.16	\$ 586.64	\$ 654.09

OTHER CAMPUS SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
CS1	\$ 273.77	\$ 342.20	\$ 410.65
CS2	\$ 316.44	\$ 388.28	\$ 460.11
CS3	\$ 325.76	\$ 399.70	\$ 473.64

EDUCATIONAL PROFESSIONAL			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
EP1	\$ 307.49	\$ 328.69	\$ 354.63

EXEMPT - SALARIED			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
E1	\$ 200.02	\$ 243.92	\$ 287.83
E2	\$ 218.00	\$ 265.88	\$ 313.73
E3	\$ 252.89	\$ 308.41	\$ 363.92
E4	\$ 268.07	\$ 326.92	\$ 385.76
E5	\$ 300.27	\$ 359.61	\$ 418.94
E6	\$ 336.30	\$ 402.77	\$ 469.22
E7	\$ 376.66	\$ 451.09	\$ 525.52
E8	\$ 439.55	\$ 505.22	\$ 570.91
E9	\$ 527.45	\$ 606.27	\$ 685.09



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PARAPROFESSIONAL/AUXILIARY

2026-2027 SCHOOL YEAR

ADMINISTRATIVE SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
C1	\$ 11.65	\$ 14.20	\$ 16.76
C2	\$ 13.02	\$ 15.90	\$ 18.78
C3	\$ 13.83	\$ 16.86	\$ 19.90
C4	\$ 14.64	\$ 17.86	\$ 21.07
C5	\$ 15.53	\$ 18.93	\$ 22.35
C6	\$ 16.48	\$ 20.07	\$ 23.67
C7	\$ 17.44	\$ 21.28	\$ 25.11
C8	\$ 18.48	\$ 22.54	\$ 26.62
C9	\$ 20.82	\$ 25.25	\$ 29.68
C10	\$ 24.30	\$ 29.29	\$ 34.27

TECHNOLOGY SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
T1	\$ 19.34	\$ 23.58	\$ 27.83
T2	\$ 22.38	\$ 27.11	\$ 31.85
T3	\$ 27.16	\$ 32.90	\$ 38.66

CUSTODIAL			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
CO1	\$ 13.65	\$ 16.44	\$ 19.73
CO2	\$ 14.03	\$ 17.45	\$ 20.59
CO3	\$ 15.74	\$ 19.19	\$ 22.66
CO4	\$ 16.99	\$ 20.73	\$ 24.46
CO5	\$ 19.00	\$ 22.90	\$ 26.79
CO6	\$ 22.43	\$ 27.02	\$ 31.62

INSTRUCTIONAL SUPPORT			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
I1	\$ 13.52	\$ 16.24	\$ 19.00
I2	\$ 14.47	\$ 17.43	\$ 20.38
I3	\$ 15.71	\$ 19.18	\$ 22.62
I4	\$ 17.30	\$ 21.09	\$ 24.87
I5	\$ 21.00	\$ 25.30	\$ 29.60
I6	\$ 24.77	\$ 29.85	\$ 34.93
I7	\$ 27.23	\$ 32.84	\$ 38.44

FOOD SERVICE			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
F1	\$ 14.11	\$ 17.64	\$ 21.17
F2	\$ 15.21	\$ 19.00	\$ 22.81
F3	\$ 16.57	\$ 20.71	\$ 24.86
F4	\$ 18.37	\$ 22.97	\$ 27.57
F5	\$ 21.47	\$ 26.83	\$ 32.20
F6	\$ 24.11	\$ 30.13	\$ 36.16

OPERATIONS			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
O1	\$ 11.15	\$ 13.93	\$ 16.71
O2	\$ 12.45	\$ 15.19	\$ 17.92
O3	\$ 13.70	\$ 16.70	\$ 19.72
O4	\$ 15.08	\$ 18.38	\$ 21.69
O5	\$ 16.86	\$ 20.31	\$ 23.76
O6	\$ 19.90	\$ 23.96	\$ 28.03
O7	\$ 22.54	\$ 26.83	\$ 31.12
O8	\$ 23.91	\$ 28.44	\$ 32.98
O9	\$ 28.05	\$ 33.00	\$ 37.94

DRIVER			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
D1	\$ 13.01	\$ 15.86	\$ 18.73
D2	\$ 15.75	\$ 19.21	\$ 22.66
D3	\$ 16.81	\$ 20.01	\$ 24.23
D4	\$ 17.64	\$ 20.40	\$ 26.29
D5	\$ 19.90	\$ 23.96	\$ 28.03

POLICE - SECURITY			
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
PS1	\$ 17.28	\$ 21.08	\$ 24.87
PS2	\$ 20.92	\$ 25.51	\$ 30.10
PS3	\$ 23.66	\$ 28.85	\$ 34.04
PS4	\$ 26.24	\$ 32.00	\$ 37.76
PS5	\$ 28.81	\$ 35.14	\$ 41.46
PS6	\$ 30.17	\$ 36.80	\$ 44.16